



MINUTES
Oregon Commission for Women
Friday, January 15, 2016
12:00 pm - 4:00 pm
800 NE Oregon Street, Room 612
Portland OR 97232

ATTENDANCE:

Chair: Dr. Barbara Spencer
Vice Chair: Jessica Rodriguez-Montegna
Commissioners: Dr. Doris Cancel-Tirado, Sheri Malstrom, Stephanie Swanson, Stephanie Vardavas
Absent: Senator Monnes Anderson, Representative Betty Komp
Guests: Robert Otero, DAS Budget Analyst; Allison Handler and Amy Stork, Solid Ground Consulting; Pauline, Amy White, Portland State University School of Social Work
Staff: Lucy Baker, Nancy Kramer, Ty Schwoeffermann (phone)

I. Call to order – the meeting was called to order at 12:04pm. A quorum was established.

II. Approval of the agenda and the November 2015 Minutes – The agenda had one modification: Agenda Item VI., B. is an Action Item.

MOTION (Swanson/Malstrom): To accept the minutes as written. CARRIED.

III. Strategic Planning Session

Chair Spencer welcomed everyone to the meeting and called for introductions then turned the meeting over to Allison Handler, from Solid Ground Consulting, to facilitate the second part of the OCFW's strategic planning process.

Allison introduced herself and thanked the Commission for the opportunity to work on their strategic planning session. She invited Commissioners to suggest current and upcoming opportunities for the OCFW's focus. Ideas included collaborating with the Oregon Women's Equity Coalition on their upcoming listening tours this spring; advocating for policy changes such as affordable childcare, to support new and emerging women leaders; and focusing on women's issues in policy research work.

Allison referred to the OCFW Pre-Planning Report (appended to these minutes) created from individual interviews with Commissioners and staff and the key themes that emerged, such as OCFW being uniquely positioned to influence state public policy in ways that benefit women and girls. The Commissioners discussed the action items including strategic approaches to

advocacy (pull vs. push); developing systems to improve communications during the intense periods when the state legislature is in session; strategically aligning the annual Women of Achievement awards with a focus on a particular policy area; and emphasizing the importance of recruiting new Commissioners who will provide greater diversity in age, ethnicity, geography and sexual orientation, have some knowledge of policy work and/or an understanding of the legislative process, and passion for supporting women's issues.

A request was made for Ty and Lucy to conduct a training on how a bill becomes a law as part of the OAC's Annual Joint meeting. There is a one-pager about this process in the New Commissioner Handbook and this could be sent to potential candidates before they are appointed to the OCFW.

Allison conducted a group exercise to establish the current priorities of the OCFW: three wishes that will be achieved for women and girls in the next 10 years in Oregon? Visibility and Leadership tied for the top slot and Equal Access to Economic Resources was next. Commissioners discussed how to improve visibility, such as better publicizing the three bills the OCFW drafted since 2011 that became law; strategically collaborating with other organizations; and raising the profile of the Women of Achievement awards. A goal is to become a sought-after source for viewpoints and advice on women's issue in Oregon.

Allison reviewed how the OCFW accomplishes change (through Advocacy, Leadership, Partnership, Research) and "What we do" (Jobs & Economy; Housing & Stable Families; Justice, Safety & Policing; Education; Health; and Civic Engagement) and then facilitated a discussion on priorities and focus areas, starting with positioning for the 2017 legislative session. Discussion included methods to improve efficiency and reduce the flurry of emails during legislative session. Everyone agreed that establishing a point person for each bill or strategic priority area would be a big improvement and that passion would be a driver for each Commissioner's choice.

Ty, the Oregon Advocacy Commissions' Policy Analyst, was present for part of the discussion and provided a current update on bills of interest for 2016 (bill numbers for the 2016 legislative session not be assigned until the end of January). Commissioners then developed a robust list of focus areas, for the short-term and the long-term, and individual Commissioners volunteered to serve as point person in the following areas:

SHORTER TERM/2016 SESSION:

1. Affordable Housing, inclusionary zoning, rent eviction notice changes, taxes for capital gains (includes developing a fact sheet for impact of affordable housing, women and children) – Commissioner Swanson and Chair Spencer
2. Testing sexual assault forensic evidence kits – Commissioner Vardavas
3. Child support payment enforcement – Commissioner Swanson
4. Increase the minimum wage – Chair Spencer

LONGER TERM/2017 SESSION

1. Wage Equity – Chair Spencer and Vice Chair Rodriguez-Montegna
2. Family Preservation Project – Commissioner Vardavas
3. Paid Family Leave – Commissioner Malstrom
4. 21st Century Women's Health Care – Commissioner Cancel-Tirado
5. Maternal Health Homes – Commissioner Malstrom

6. Building Reproductive Autonomy and Voices for Equity (BRAVE) – Vice Chair Rodriguez-Montegna
7. Affordable Housing – Commissioner Swanson and Chair Spencer
8. Affordable Childcare – Vice Chair Rodriguez-Montegna and Commissioner Cancel-Tirado
9. Protection of legal status of same-sex relationship children for non-gestational parent – Commissioner Vardavas
10. Breastfeeding at work/lack of enforcement of lactation rooms – Commissioner Malstrom
11. Physical access to birth control – Commissioner Malstrom

Another topic of interest concerns wage theft and the lack of enforcement that protects tipped employees and others in the restaurant industry that would involve working with BOLI.

Commissioners agreed that pay equity was their top priority. All other issues were not prioritized at this time.

The Commissioners established interest in developing strategies for emerging issues three or more years out and for drafting legislation, but agreed this is difficult with the limited number of staff at the OACO. Having accessible legislators as members of the commission has been invaluable in determining issues for drafting legislation. Commissioners will establish and/or strengthen relationships with their local Senator and Representative, and share their concerns about the topics they are championing, listed above.

Other areas of discussion included a review of how Commissioners vote on bills of interest when the legislature is in session and how to improve the process. Ty's first briefing sheet on raising the minimum wage was praised for its brevity, quality of information and specific statistics. The Commissioners would like to see more briefing sheets like this before and during session.

Lucy briefly reviewed the current process of engaging Commissioners during legislative session: Commissioners review and edit a list of search words and Lucy compiles a list of bills that contain one or more of those words. She runs a bill tracking report at least once a week and sends it to Commissioners. She alerts Commissioners if a hearing is scheduled for a bill of interest and includes the full text of the bill for their convenience. If Commissioners want to submit testimony or testify at a hearing Lucy conducts an electronic vote. If the vote passes she calls for talking points and/or a volunteer to draft testimony, answers Commissioners questions and may draft testimony for review, based on the talking points submitted. At the start of 2015 session the OCFW reviewed a list of bills and voted to support them if a hearing was held and everyone agreed this was a more efficient process.

The OCFW's role in the implementation of new bills that become law was raised. Commissioners expressed concern about the lack of oversight to ensure that organizations are disseminating information to their employees about domestic violence survivors having the right to use Family Leave in a domestic violence situation. Reviewing how new laws that support women's rights are implemented could be a future OCFW public policy research internship. Commissioner Cancel-Tirado is interested in being a research internship champion for the OCFW.

Moving forward, the OCFW will consider basing their evolving committee structure on teams based on their top areas of interest. Committees would report to the OCFW year-round on the progress of their goals. A point person/committee would develop brief action plans for their topic

aligned with the 4 methods the OCFW uses to accomplish change: Advocacy, Partnership, Leadership and Research.

Commissioner Cancel-Tirado suggested the OCFW develop a policy brief of the key areas they support, to establish a long-term legacy for the Commission that can be shared with potential candidates and the community.

Commissioners will refer back to their top tier areas of interest, Visibility, Leadership and Equal Access to Economic Resources when considering new opportunities and bills in the years to come.

The Commissioners thanked Allison and Amy for their considerable efforts in helping the OCFW conduct its strategic planning.

IV. Public Comment – There was no public comment.

V. OCFW Old Business

A. Women of Achievement Awards - update

Chair Spencer developed a work plan for the event. She is waiting for one more bio from an awardee for the press release. The ceremony will be on 3/9 at 3pm. The Governor was invited to present the awards to the winners but is not yet able to confirm. Commissioner Swanson will coordinate the selection and creation of the gift.

B. Legislative update – Ty

Ty raised two prominent issues, in addition to those he discussed earlier in the meeting:

1. Cap and trade bill/Healthy Climate Bill – OCBA Commissioner Robin Morris Collin, who sits on the Environmental Justice Task Force, is an expert on environmental issues and equity. Ty will ask her for a summary of concerns about possible negative outcomes of this bill.
2. Housing crisis – Several bills have been proposed on urgent housing issues including inclusionary zoning, rent eviction notice changes and taxes for capital gains.

VI. New Business

A. AAUW Lobby Day - Ty will help develop an OCFW Lobby Day of its own after the AAUW.

Doris will bring interested students from WOU and Lucy and Ty will work with her to coordinate it.

B. Oregon Women’s Equity Coalition (OWEC) membership

OWEC is a consortium of groups that serve women and girls in Oregon. Chair Spencer is attending their regular meetings representing the OCFW. She proposed that the OCFW join. This is a membership organization, \$50 for one year.

MOTION (Vardavas/Swanson): To join the OWEC membership. CARRIED.

Nancy will arrange for payment of the membership from Other Funds.

C. Women and the Law booklet

Commissioner Vardavas will work with the Oregon Women Lawyers (OWLS) on a new version of this former booklet, which will be available on the internet to view and as a pdf download.

Commissioner Vardavas also gave a brief description of the of the Women's History app for smart phones that she is working on with the Oregon Historical Society. Anyone who had the app on their smart phone would be prompted when they came near a place of historical significance for women in Oregon. She and Nancy Kramer met in spring 2015 with Janice Dilg (History Built), Kimberly Jensen (Western Oregon University) and Amy Platt (Oregon Historical Society) to discuss the idea. Due to prior commitments a follow up meeting will not happen until spring of 2016. Travel Oregon is a tentative partner who could provide funding.

D. Incarcerated Women Public Policy Research project

During 2015 legislative session Senator Shields initiated a workgroup to preserve the Family Preservation Project (FPP) after funding ended. The FPP supports families remaining connected when the mother is incarcerated. Commissioner Vardavas and OCBA Chair James Manning attended meetings. The OCFW seeks to support the FPP long-term and reached out to Oregon Solutions, a program of the Governor's Office housed at Portland State University. If Oregon Solutions were to approve the project it would be designated as a project of the Governor's and OS would manage the process of convening stakeholders and work to find a long-term solution for funding the FPP.

MOTION (Cancel-Tirado/Swanson): The OCFW approves the Family Preservation Collaborative proposal. CARRIED.

Lucy and Ty will work with Vice Chair Rodriguez-Montegna to submit the proposal.

VII. Administrator's Report

A. OACO 2017-19 Staffing Plan

Lucy reviewed the 2015-17 staffing plan. With advocacy from the Commissions and support from the CFO and Governor's Office, the resulting funding request successfully added a permanent .5 FTE Policy Analyst and a reclassification upward for the Executive Assistant position during the 2015 legislative session. Lucy asked the OCFW if they wish to continue the priority increase in OACO staffing in the upcoming 2017-19 biennium budget preparation. After discussion it was generally agreed that they will focus on funding the other .5 FTE for the Policy Analyst becoming full time and potentially adding a .25 office assistant to support committee work and some of the routinized, operationalized work required by the state. If that was added, it would allow the Executive Assistant to provide more coordination for policy research projects. Commissioners suggested the Public Affairs position, which is currently planned to be requested in the 2019-21 budget, be described as a Community Engagement position.

B. NLO Scholarships revisited – The OCFW discussed funding 2 scholarships for New Leadership Oregon in the current biennium using Other Funds.

MOTION (Rodriguez-Montegna/Vardavas): To move \$500 into Other Funds in support of 2 NLO scholarships. CARRIED.

C. OAC Advocacy regarding ballot measures – This item on applicable SOS and Ethics rules was tabled due to time constraints.

D. Commissioner Travel Reimbursements – Nancy introduced a new form for tracking Commissioner mileage reimbursements for OCFW business that will make the reimbursement process more efficient.

VIII. Good of the Order

A. Next OCFW meeting Friday, March 18th

B. Other announcements – There were no announcements.

IX. Adjourn – the meeting was adjourned at 4:03pm.



Oregon Commission For Women *Pre-Planning Report*

Background

In December 2015, Solid Ground Consulting was engaged to facilitate a strategic planning process with three goals:

- More specifically define and articulate the niche the Commission fills in the larger field of women's and girls' organizations and issues in the state.
- Identify strategic priorities for 2016 and 2017.
- Plan for the internal organizational needs of the Commission.

In preparation for a strategic planning retreat in January, Amy Stork interviewed current OCFW commissioners and two staff members serving the Commission. This report summarizes themes from those conversations, and outlines critical questions for OCFW to discuss at its planning retreat.

Key themes

1. Thanks to its connection to the governor's office and the legislature, OCFW is uniquely positioned to influence state public policy in ways that benefit women and girls.
2. OCFW commissioners are eager to focus in on a few key issues that inspire passion in members and have a high probability of success. Economic security is of particular interest.
3. There is some tension between "push" and "pull" styles of advocacy.
4. Commissioners would like to see some structural changes including systems to help streamline communications during session; increased training on legislative process; and more effective use of subcommittees.
5. Commissioners would like to see the Women of Achievement program aligned strategically with whatever policy focus areas are developed.
6. In seeking new commissioners, the current commissioners emphasize a need for passion; policy interest/understanding of legislative process; youth; ethnic diversity; geographic diversity; and sexual orientation diversity.

Detailed discussion of key themes

1. Thanks to its connection to the governor's office and the legislature, OCFW is uniquely positioned to influence state public policy in ways that benefit women and girls.

Commissioners and staff emphasize the ability of the Commission to both respond to elected officials and state agency needs, and to advance ideas and data to policy makers. The Commission can submit legislation, track and monitor bills, provide testimony and more. Commissioners recently met with the governor, and members of the governor's staff recently attended a Commission meeting. This unique position allows the Commission to be a funnel for women's voices and issues to policy makers. Several commissioners mentioned a desire to strengthen two-way communication with the public and non-profit organizations, with the Commission both capturing the voices and needs of women, but also communicating back the actions of the Commission and relevant information about state government and women's needs.

- ◆ *"The voice we carry to the legislature is the single most important thing. We are influencing decisions that become policy."*
- ◆ *"We have the ear of the governor's office in a different way. We can tap into our connections and we have the opportunity to get attention faster."*
- ◆ *"I worked with our legislators who serve as commissioners and two bills were passed. That would not have happened if we had not gone through this process."*
- ◆ *"We have more credibility because of the executive appointment."*

2. OCFW commissioners are eager to focus in on a few key issues that inspire passion in members and have a high probability of success. Economic security is of particular interest.

Many commissioners feel that the Commission can be more effective if it focuses on one or two issues and becomes proactive around those issues. Many commissioners mentioned the importance of choosing issue areas that individual commissioners feel passionate about, to ensure engagement and effectiveness. Issues related to poverty/economic security for women including wage equity, support for services such as child care, and women's entrepreneurship were mentioned most frequently.

A number of members also mentioned continuing to work on issues facing incarcerated women, and members were interested in several "evergreen" issues such as encouraging women to run for office and overall reframing of the story that "women are OK now, we're past women's issues." Other issues mentioned less frequently included education and transgender issues.

- ◆ *"The Commission has never been strategic in what they really want to do, it has been grab things as the come. If there was really something we wanted to do, we would focus at each meeting on how we can move it along..."*
- ◆ *"We could be more effective not just responding to the whim of what happens."*



- ◆ *“Our power is diluted by doing too many things.”*
- ◆ *“It’s all over the place – that’s the problem.”*

3. There is some tension between “push” and “pull” styles of advocacy.

Commissioners and staff implied a balance between remaining a trusted resource to legislators and the governor, while at the same time moving a specific agenda forward. Commissioners see the value in commenting on many issues during session, but want to balance that with more targeted work. Suggestions for being targeted yet savvy about how issues get advanced, included: Working with the legislators on the Commission; opening the door for non-profit organizations to meet with the governor and legislators; and strategically presenting data from the Status of Women and Girls Report as well input gathered at public forums around the state.

- ◆ *“We can really be a liaison between the legislature and the female population in the state in a more proactive way.”*
- ◆ *“Community advocates have to push on the doors of policy makers. The commissioners are in and they can pull people together behind the doors and help fill in the blanks.”*

4. Commissioners would like to see some structural changes including systems to help streamline communications during session; increased training on legislative process; and more effective use of subcommittees.

Commissioners are excited to focus in on the work of the next few years, while recognizing the limitations of a Commission that meets every two months and commissioners whose lives are very busy. They offered specific suggestions to increase efficiency and/or effectiveness.

- ◆ *“We could have a calendar, where we focus on things such as testimony during the session, and then we are prepared to move into the partnerships, research and other work during the other months.”*
- ◆ *“There should be an orientation or training on basic legislative process.”*
- ◆ *“I would like to get a briefing before each session on what is coming up, who or what has changed.”*
- ◆ *“Is there a way to inform other commissioners of what is happening [between meetings]?”*
- ◆ *“It would be great if we could reinvigorate the subcommittees and have more than two people on each.”*
- ◆ *“A system like Basecamp could really help with tracking what is happening with bills, instead of a million emails.”*
- ◆ *“What about a point person for each issue, each Commissioner a champion in different areas.”*
- ◆ *“At each meeting we could tackle an issue and really do some strategic work.”*

5. Commissioners would like to see the Women of Achievement program aligned strategically with whatever policy focus areas are developed.

Most commissioners brought up the Women of Achievement Awards. Overall, commissioners mentioned wanting better definition around the awards. Questions included what is the overall



purpose of the awards, what are the criteria for who is chosen, how are nominations sought, and what should be the scale of the awards program (i.e. large event vs. smaller event).

- ◆ *"It needs a whole revamping. The idea of aligning is great."*
- ◆ *"I am not a great supporter of the Women of Achievement awards. We don't have the money [for the event]."*
- ◆ *"Not having the ceremony, it's not the best thing. For me it's a highlight."*
- ◆ *"There are women who know nothing about us, and yet they know the award."*
- ◆ *"We need to do a better job of developing a matrix for measuring. If we talked more about what areas we might want to focus on..."*

6. In seeking new commissioners, the current commissioners emphasize a need for passion; policy interest/understanding of legislative process; youth; ethnic diversity; geographic diversity; and sexual orientation diversity.

Commissioners are excited to welcome new people to the three open positions and want to be prepared for upcoming turnover as commissioners' terms come to an end. Commissioners said that passion, interest and time should be pre-requisites for service. There are different perspectives on the need for new commissioners to come in with policy understanding. Generally, interest in policy was seen as a major need in new commissioners, but some members commented that with training, a Commissioner could be effective without prior advocacy experience. Demographic diversity is important to the group. Many mentioned wanting to see at least one younger person join the Commission.

The group would benefit from an overall recruitment strategy that includes identifying the specific qualities most needed at this time, and assigning recruitment outreach to specific commissioners. Effectively training and orienting new commissioners is critical.

- ◆ *"I think it would be good to have a millennial."*
- ◆ *"Women who have the capacity to be involved – I would rather have someone passionate [than someone with specific skills]. We can't hire someone to be passionate."*
- ◆ *"We are seeking more rural, Eastern Oregon."*
- ◆ *"Basic understanding of Oregon politics is really important."*



Critical questions

The following questions provide a starting point for discussion at the retreat and consideration at future Commission meetings.

1. What issues do commissioners want to work on in 2016-2017 and what impact does the Commission want to have in that timeframe? *Are there teams of people interested in working together on specific issues or types of actions?*
2. In pursuing a more targeted agenda, what is the balance between “pushing” and “pulling”?
3. What is the balance between focusing in on specific issues, and being responsive to many bills during session?
4. How can the Women of Achievement Awards be aligned to the Commission’s broader objectives?
5. What new systems can the Commission implement to improve communications and streamline information overload while achieving its goals?
6. What steps should the commissioners take to recruit new commissioners with the desired characteristics, and ensure they are ready to serve?
7. What are the next steps for implementing the decisions and who is responsible?

